



AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. Contract ID Code		Page of Pages 1 3	
2. AMENDMENT MODIFICATION NO. PS07		3. EFFECTIVE DATE JAN 01, 2015		4. REQUISITION/PURCHASE REQ. NO. 6PSE-15-0017		5. PROJECT NO. (if applicable)	
6. ISSUED BY CODE				7. ADMINISTERED BY (If other than item 6) CODE			
8. NAME AND ADDRESS OF CONTRACTOR (NO., Street, Country, State and ZIP Code) URBAN SERVICES GROUP, INC. 120 HAMMOND DRIVE ATLANTA GA 30328 DUNS: 933708141 Cage Code: 1H1V6				(x)		9A. AMENDMENT OF SOLICITATION NO.	
				(x)		9B. DATED (SEE ITEM 11)	
				X		10A. MODIFICATION OF CONTRACT/ORDER NO. GS-06P-12-GX-D-0021	
				X		10B. DATED (SEE ITEM 13) JUN 11, 2012	
CODE 00001427		FACILITY CODE					
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS							
<input type="checkbox"/> The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of offers <input type="checkbox"/> is extended, <input type="checkbox"/> is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OR OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment your desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)						Modification Amount: \$12,826.08	
See Schedule						Modification Obligated Amount: \$12,826.08	
13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
Check One	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.						
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).						
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: 52.222-43 -- Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment						
	D. OTHER (Specify type of modification and authority)						
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input checked="" type="checkbox"/> is required to sign this document and return <u>1</u> copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible) Contract GS06P12GXD0021, Mechanical Maintenance, Robert A. Young Federal Building, 1222 Spruce Street, St. Louis, MO, is modified as follows:							
...See Continuation Page							
Except as provided herein, all terms and conditions of the document referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
STEPHEN R. BRYANT, PRESIDENT				Christy Pearce 816-823-2243 CHRISTY.PEARCE@GSA.GOV			
15B. CONTRACTOR/OFFEROR		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA		16C. DATE SIGNED	
 (Signature of person authorized to sign)		12/1/14		CHRISTI NA PEARCE  Digitally signed by: CHRISTINA PEARCE DN: CN = CHRISTINA PEARCE C = US O = U.S. Government OU = General Services Administration Date: 2014.12.03 13:10:58 -0500			
				(Signature of Contracting Officer)			

Continued from Block 14...

- 1.) Wage determination 2005 -2309 (Rev.14) dated 07/25/2014, is incorporated into the contract and shall be effective January 1, 2015 to December 31, 2015.
- 2.) The monthly price effective January 1, 2015 through December 31, 2015, for CLIN 0001 is increased by \$1,068.84, from \$98,469.39 to read \$99,538.23. CLIN 0002 remains the same at \$6,666.00 per month. Total monthly payment for January 1, 2015 through December 31, 2015 is \$106,204.23.
- 3.) Additional service rates are updated as follows for the period January 1, 2015 to December 31, 2015:

CLIN 0003 O & M services after normal duty hours is increased by \$1.57, from \$56.17/hr to read \$57.74/hr.

CLIN 0004 Repairs & miscellaneous labor services, normal duty hours is increased by \$1.05, from \$37.45/hr to read \$38.50/hr.

CLIN 0005 Repairs & miscellaneous labor services, after normal duty hours is increased by \$1.57, from \$56.17/hr to read \$57.74/hr.
- 4.) The total contract value is hereby increased by \$12, 826.08, from \$3,781,754.04 to read \$3,794,580.12.
- 5.) The vendor's proposal dated October 17, 2014 is accepted and incorporated into the contract.
- 6.) The contract period of performance remains unchanged at December 31, 2015.
- 7.) All other terms and conditions will remain unchanged.

Attachments:

Wage Determination No. 2005 - 2309 (Rev.14) Dated 07/25/2014
Contractors Proposal dated October 17, 2014

SCHEDULE Continued

ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$
0006	<p>Accounting and Appropriation Data: 1B2F00369.2015.192X.06.PG61.P0625202.K08.PGA47. .MO0106ZZ. . Cost Applied: \$12,826.08</p> <p>(New Line Item)</p> <p>Contract GS06P12GXD0021, Operations and Maintenance Services, Robert A. Young Federal Building, 1222 Spruce Street, St. Louis, MO, is modified as follows:</p> <p>1. Wage Determination No. 2005-2309, dated 07/25/2014, Revision 14, is hereby incorporated into the contract effective January 1, 2015 through December 31, 2015.</p> <p>2. As a result of the incorporation of the wage determination, the monthly price is increased by \$1,068.84.</p> <p>3. Contract completion date remains unchanged at December 31, 2015.</p> <p>4. All other terms and conditions remain the same.</p>	12.00	MO	1,068.84	12,826.08

URBAN SERVICES GROUP, INC.
120 HAMMOND DRIVE
ATLANTA, GEORGIA 30328
TEL. 315-1940 FAX 404-315-8092

October 17, 2014

Mailed and e-mailed on 10/17/14

General Services Administration
Service Center Division Service Contracts Branch
1500 E. Bannister Road
Kansas City, MO 64131
Attn. Ms. Christy Pearce, Contracting Officer

**Re Contract GS-06P-12-GX-D-0021, Operations and Maintenance Services at the
Robert A. Young Federal Building, St. Louis, MO**

Dear Ms. Pearce:

In accordance with FAR 52.222-43, Fair labor Standards Act and Service Contract Act, Price Adjustment (Multiple Year and Option Contracts), attached is our proposal for an equitable adjustment in the Base Period Year 3 pricing for the referenced Contract based upon a increase in the Wage Determination (WD) Number 2005-2309, Revision Number 14, dated 7/25/14 Health and Welfare benefit hourly rate (attached) and an increase in our Worker's Compensation Insurance rate (WC). The details of our proposed contract price adjustment are attached and summarized below.

Specifically, Attachment 1 shows our current Base Period Year 3 labor cost before the WD hourly Health and Welfare rate increase (please note that in Attachment 1 the Wage Determination hourly Health & Welfare benefit rate is included in our employee's hourly wage rate) and our WC rate increase. We have also attached our most recent payroll register and documentation of our WC rate increase. Attachment 2 shows the Base Period Year 3 labor cost after incorporation of the new WD and WC changes. Attachment 3 shows that the labor cost increase on a monthly basis is \$1,068.84. Attachment 4 shows that the new Base Period Year 3 Contract price is \$106,204.23 per month. This pricing, once approved, will become effective January 1, 2015.

Finally, Attachment 5 shows the proposed changes in the hourly rates for Additional Services. The increase in these hourly rates is based upon using the same percentage increase in total labor cost after incorporating the new WD and WC rates. We would appreciate you incorporating these new rates into the contract modification.

If you have any questions, please call.

Regards,

Exemption 5 U.S.C. 552 (b) (4)


Stephen K. Bryant
President

Attachments

Contract No. GS-06P-12-GX-D-0021, Operation and Maintenance Services at the Robert A. Young Federal Building - Wage Determination Change, Effective January 1, 2015

Attachment 1

Base Period Year 3 Labor Cost Before WD Change

(Code)		FTE	Rate*	Hours	Wages	FICA	Fu/Sui	Fringe	W/C	Total
(1312)	Secretary II	1.00	21.66	2080	45053	3447	664	0	1942	51105
(23410)	HVAC Mechanic	3.00	26.20	6240	163488	12507	664	0	7046	183705
(23370)	General Maintenance Worker	3.00	24.48	6240	152755	11686	664	0	6584	171689
(23580)	Maintenance Trades Helper	1.00	22.18	2080	46134	3529	664	0	1988	52316
Total Labor Base Period Year 3		8.00		16640	407430	31168	2656	0	17560	458815

* Hourly wage rate includes Hourly Health & Welfare Benefit Hourly rate of \$3.81.

Attachment 2

Base Period Year 3 Labor Cost After WD Change - Effective January 1, 2015

(Code)		FTE	Rate*	Hours	Wages	FICA	Fu/Sui	Fringe	W/C	Total
(1312)	Secretary II	1.00	21.87	2080	45490	3480	664	0	2947	52581
(23410)	HVAC Mechanic	3.00	26.41	6240	164798	12607	664	0	10677	188747
(23370)	General Maintenance Worker	3.00	24.69	6240	154066	11786	664	0	9982	176498
(23580)	Maintenance Trades Helper	1.00	22.39	2080	46571	3563	664	0	3017	53815
Total Labor Base Period Year 3		8.00		16640	410925	31436	2656	0	26624	471641

* Hourly wage rate includes Hourly Health & Welfare Benefit Hourly rate of \$4.02

All numbers are rounded.

Use or disclosure of this data is subject to the restriction on the title page of this proposal.

Contract No. GS-06P-12-GX-D-0021, Operation and Maintenance Services at the Robert A. Young Federal Building - Wage Determination Change, Effective January 1, 2015

Labor Base Period Year 3 Wage Determination Price Adjustment

Attachment 3

Labor Cost Prior to Wage Determination Change
Yearly
 458,815.00
Monthly
 38,234.58

Labor Cost After Wage Determination Change
Yearly
 471,641.00
Monthly
 39,303.42

Labor Cost Increase
Monthly
 1,068.84

Base Period Year 3 Contract Price Adjustment

Attachment 4

CLIN
 0001 Operations and Maintenance Services
 0002 Maintenance Repair Services
 Total

Current Base Period Contract Price
Before WD Change
Monthly
 98,469.39
6,666.00
 105,135.39

Base Period
WD Labor Cost Increase
Monthly
 1,068.84
NA
 1,068.84

New Base Period Contract Price
Monthly
 99,538.23
6,666.00
 106,204.23

Base Period Year 3 Contract Hourly Rate Adjustment

Attachment 5

O&M Services After Normal Duty Hours
 Repair and Miscellaneous Labor Services; Normal Duty Hours
 Repair and Miscellaneous Labor Services; Other Than Normal Duty Hours

Current
 56.17/hour
 37.45/hour
 56.17/hour

New
 57.74/hour
 38.50/hour
 57.74/hour

Note: The increase in hourly rates are based upon the same percentage increase in total labor cost (+2.8%).

REGISTER OF WAGE DETERMINATIONS UNDER THE
SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Diane C. Koplewski
Director

Division of Wage
Determinations

Wage Determination No.: 2005-2309

Revision No.: 14

Date of Last Revision: 07/25/2014

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson
Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	14 .10
01012 - Accounting Clerk II	15 .83
01013 - Accounting Clerk III	18 .57
01020 - Administrative Assistant	24 .14
01040 - Court Reporter	19 .05
01051 - Data Entry Operator I	12 .22
01052 - Data Entry Operator II	14 .40
01060 - Dispatcher, Motor Vehicle	19 .05
01070 - Document Preparation Clerk	13 .51
01090 - Duplicating Machine Operator	13 .51
01111 - General Clerk I	12 .33
01112 - General Clerk II	15 .00
01113 - General Clerk III	17 .07
01120 - Housing Referral Assistant	20 .96
01141 - Messenger Courier	11 .61
01191 - Order Clerk I	12 .99
01192 - Order Clerk II	14 .18
01261 - Personnel Assistant (Employment) I	16 .33
01262 - Personnel Assistant (Employment) II	19 .05
01263 - Personnel Assistant (Employment) III	20 .73
01270 - Production Control Clerk	20 .73
01280 - Receptionist	15 .10

01290 - Rental Clerk	16 .06
01300 - Scheduler, Maintenance	15 .96
01311 - Secretary I	15 .96
01312 - Secretary II	17 .85
01313 - Secretary III	20 .96
01320 - Service Order Dispatcher	18 .12
01410 - Supply Technician	22 .39
01420 - Survey Worker	19 .05
01531 - Travel Clerk I	11 .94
01532 - Travel Clerk II	12 .86
01533 - Travel Clerk III	13 .72
01611 - Word Processor I	13 .51
01612 - Word Processor II	16 .06
01613 - Word Processor III	19 .05

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	22 .80
05010 - Automotive Electrician	20 .59
05040 - Automotive Glass Installer	19 .74
05070 - Automotive Worker	19 .74
05110 - Mobile Equipment Servicer	18 .01
05130 - Motor Equipment Metal Mechanic	21 .46
05160 - Motor Equipment Metal Worker	19 .74
05190 - Motor Vehicle Mechanic	20 .40
05220 - Motor Vehicle Mechanic Helper	16 .72
05250 - Motor Vehicle Upholstery Worker	18 .88
05280 - Motor Vehicle Wrecker	19 .74
05310 - Painter, Automotive	20 .59
05340 - Radiator Repair Specialist	19 .74
05370 - Tire Repairer	15 .80
05400 - Transmission Repair Specialist	21 .46

07000 - Food Preparation And Service Occupations

07010 - Baker	12 .77
07041 - Cook I	11 .02
07042 - Cook II	12 .07
07070 - Dishwasher	8 .11
07130 - Food Service Worker	10 .05
07210 - Meat Cutter	16 .34
07260 - Waiter/Waitress	8 .69

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	20 .56
09040 - Furniture Handler	13 .35

09080 - Furniture Refinisher	20 .56
09090 - Furniture Refinisher Helper	16 .55
09110 - Furniture Repairer, Minor	18 .84
09130 - Upholsterer	22 .61

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	11 .74
11060 - Elevator Operator	11 .10
11090 - Gardener	16 .03
11122 - Housekeeping Aide	11 .46
11150 - Janitor	11 .46
11210 - Laborer, Grounds Maintenance	12 .55
11240 - Maid or Houseman	8 .62
11260 - Pruner	11 .10
11270 - Tractor Operator	15 .03
11330 - Trail Maintenance Worker	12 .55
11360 - Window Cleaner	13 .02

12000 - Health Occupations

12010 - Ambulance Driver	17 .73
12011 - Breath Alcohol Technician	16 .55
12012 - Certified Occupational Therapist Assistant	21 .69
12015 - Certified Physical Therapist Assistant	20 .81
12020 - Dental Assistant	16 .87
12025 - Dental Hygienist	29 .20
12030 - EKG Technician	22 .64
12035 - Electroneurodiagnostic Technologist	22 .64
12040 - Emergency Medical Technician	19 .90
12071 - Licensed Practical Nurse I	14 .80
12072 - Licensed Practical Nurse II	16 .55
12073 - Licensed Practical Nurse III	18 .46
12100 - Medical Assistant	13 .28
12130 - Medical Laboratory Technician	17 .14
12160 - Medical Record Clerk	14 .89
12190 - Medical Record Technician	15 .83
12195 - Medical Transcriptionist	16 .10
12210 - Nuclear Medicine Technologist	31 .23
12221 - Nursing Assistant I	10 .22
12222 - Nursing Assistant II	11 .49
12223 - Nursing Assistant III	12 .54
12224 - Nursing Assistant IV	14 .07
12235 - Optical Dispenser	16 .07
12236 - Optical Technician	15 .99
12250 - Pharmacy Technician	15 .52

12280 - Phlebotomist	14 .07
12305 - Radiologic Technologist	25 .09
12311 - Registered Nurse I	26 .36
12312 - Registered Nurse II	29 .18
12313 - Registered Nurse II, Specialist	29 .18
12314 - Registered Nurse III	35 .30
12315 - Registered Nurse III, Anesthetist	35 .30
12316 - Registered Nurse IV	42 .33
12317 - Scheduler (Drug and Alcohol Testing)	20 .03

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	18 .31
13012 - Exhibits Specialist II	22 .69
13013 - Exhibits Specialist III	27 .76
13041 - Illustrator I	20 .80
13042 - Illustrator II	25 .56
13043 - Illustrator III	30 .15
13047 - Librarian	26 .36
13050 - Library Aide/Clerk	12 .34
13054 - Library Information Technology Systems Administrator	23 .81
13058 - Library Technician	14 .61
13061 - Media Specialist I	17 .18
13062 - Media Specialist II	19 .21
13063 - Media Specialist III	21 .43
13071 - Photographer I	16 .71
13072 - Photographer II	18 .69
13073 - Photographer III	23 .16
13074 - Photographer IV	27 .91
13075 - Photographer V	33 .77
13110 - Video Teleconference Technician	17 .77

14000 - Information Technology Occupations

14041 - Computer Operator I	17 .04
14042 - Computer Operator II	19 .06
14043 - Computer Operator III	21 .26
14044 - Computer Operator IV	23 .61
14045 - Computer Operator V	26 .16
14071 - Computer Programmer I	22 .01
14072 - Computer Programmer II	26 .17
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)

14150 - Peripheral Equipment Operator	18 .26
14160 - Personal Computer Support Technician	25 .31

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	34 .92
15020 - Aircrew Training Devices Instructor (Rated)	42 .25
15030 - Air Crew Training Devices Instructor (Pilot)	50 .64
15050 - Computer Based Training Specialist / Instructor	33 .63
15060 - Educational Technologist	28 .74
15070 - Flight Instructor (Pilot)	50 .64
15080 - Graphic Artist	21 .87
15090 - Technical Instructor	20 .66
15095 - Technical Instructor/Course Developer	25 .27
15110 - Test Proctor	16 .67
15120 - Tutor	16 .67

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	9 .18
16030 - Counter Attendant	9 .18
16040 - Dry Cleaner	11 .31
16070 - Finisher, Flatwork, Machine	9 .18
16090 - Presser, Hand	9 .18
16110 - Presser, Machine, Drycleaning	9 .18
16130 - Presser, Machine, Shirts	9 .18
16160 - Presser, Machine, Wearing Apparel, Laundry	9 .18
16190 - Sewing Machine Operator	11 .95
16220 - Tailor	12 .63
16250 - Washer, Machine	9 .95

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	22 .05
19040 - Tool And Die Maker	25 .72

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	19 .14
21030 - Material Coordinator	20 .64
21040 - Material Expediter	20 .64
21050 - Material Handling Laborer	19 .18
21071 - Order Filler	12 .91
21080 - Production Line Worker (Food Processing)	18 .77
21110 - Shipping Packer	13 .96
21130 - Shipping/Receiving Clerk	13 .96
21140 - Store Worker I	11 .56
21150 - Stock Clerk	17 .04

21210 - Tools And Parts Attendant	19 .14
21410 - Warehouse Specialist	19 .14

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	26 .30
23021 - Aircraft Mechanic I	25 .34
23022 - Aircraft Mechanic II	26 .30
23023 - Aircraft Mechanic III	27 .31
23040 - Aircraft Mechanic Helper	19 .24
23050 - Aircraft, Painter	24 .07
23060 - Aircraft Servicer	21 .72
23080 - Aircraft Worker	22 .71
23110 - Appliance Mechanic	22 .59
23120 - Bicycle Repairer	15 .80
23125 - Cable Splicer	26 .41
23130 - Carpenter, Maintenance	26 .52
23140 - Carpet Layer	22 .39
23160 - Electrician, Maintenance	30 .81
23181 - Electronics Technician Maintenance I	24 .18
23182 - Electronics Technician Maintenance II	25 .38
23183 - Electronics Technician Maintenance III	26 .95
23260 - Fabric Worker	20 .13
23290 - Fire Alarm System Mechanic	23 .21
23310 - Fire Extinguisher Repairer	18 .57
23311 - Fuel Distribution System Mechanic	22 .56
23312 - Fuel Distribution System Operator	17 .91
23370 - General Maintenance Worker	20 .67
23380 - Ground Support Equipment Mechanic	25 .34
23381 - Ground Support Equipment Servicer	21 .72
23382 - Ground Support Equipment Worker	22 .71
23391 - Gunsmith I	18 .57
23392 - Gunsmith II	21 .52
23393 - Gunsmith III	23 .58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22 .39
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23 .24
23430 - Heavy Equipment Mechanic	23 .21
23440 - Heavy Equipment Operator	25 .39
23460 - Instrument Mechanic	21 .16
23465 - Laboratory/Shelter Mechanic	22 .59
23470 - Laborer	17 .17
23510 - Locksmith	22 .23
23530 - Machinery Maintenance Mechanic	27 .80
23550 - Machinist, Maintenance	24 .17

23580 - Maintenance Trades Helper	18 .37
23591 - Metrology Technician I	21 .16
23592 - Metrology Technician II	21 .96
23593 - Metrology Technician III	22 .79
23640 - Millwright	27 .07
23710 - Office Appliance Repairer	22 .23
23760 - Painter, Maintenance	23 .03
23790 - Pipefitter, Maintenance	30 .12
23810 - Plumber, Maintenance	28 .85
23820 - Pneudraulic Systems Mechanic	23 .58
23850 - Rigger	23 .58
23870 - Scale Mechanic	21 .52
23890 - Sheet-Metal Worker, Maintenance	26 .55
23910 - Small Engine Mechanic	21 .36
23931 - Telecommunications Mechanic I	24 .81
23932 - Telecommunications Mechanic II	25 .76
23950 - Telephone Lineman	23 .55
23960 - Welder, Combination, Maintenance	23 .21
23965 - Well Driller	23 .21
23970 - Woodcraft Worker	23 .58
23980 - Woodworker	18 .57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9 .61
24580 - Child Care Center Clerk	13 .39
24610 - Chore Aide	9 .28
24620 - Family Readiness And Support Services Coordinator	13 .20
24630 - Homemaker	13 .20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25 .70
25040 - Sewage Plant Operator	23 .34
25070 - Stationary Engineer	25 .70
25190 - Ventilation Equipment Tender	18 .44
25210 - Water Treatment Plant Operator	23 .34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17 .23
27007 - Baggage Inspector	12 .71
27008 - Corrections Officer	18 .82
27010 - Court Security Officer	22 .13
27030 - Detection Dog Handler	16 .66
27040 - Detention Officer	18 .82
27070 - Firefighter	25 .67

27101 - Guard I	12 .71
27102 - Guard II	16 .66
27131 - Police Officer I	22 .39
27132 - Police Officer II	24 .88

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	12 .57
28042 - Carnival Equipment Repairer	13 .41
28043 - Carnival Equipment Worker	8 .87
28210 - Gate Attendant/Gate Tender	13 .47
28310 - Lifeguard	11 .59
28350 - Park Attendant (Aide)	15 .07
28510 - Recreation Aide/Health Facility Attendant	11 .00
28515 - Recreation Specialist	18 .05
28630 - Sports Official	12 .00
28690 - Swimming Pool Operator	16 .53

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	23 .72
29020 - Hatch Tender	23 .72
29030 - Line Handler	23 .72
29041 - Stevedore I	22 .09
29042 - Stevedore II	24 .90

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35 .77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24 .66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27 .16
30021 - Archeological Technician I		19 .36
30022 - Archeological Technician II		21 .56
30023 - Archeological Technician III		25 .04
30030 - Cartographic Technician		27 .52
30040 - Civil Engineering Technician		22 .72
30061 - Drafter/CAD Operator I		19 .36
30062 - Drafter/CAD Operator II		21 .56
30063 - Drafter/CAD Operator III		24 .15
30064 - Drafter/CAD Operator IV		29 .71
30081 - Engineering Technician I		17 .67
30082 - Engineering Technician II		19 .83
30083 - Engineering Technician III		22 .18
30084 - Engineering Technician IV		27 .48
30085 - Engineering Technician V		33 .62
30086 - Engineering Technician VI		40 .68
30090 - Environmental Technician		22 .06

30210 - Laboratory Technician		20 .55
30240 - Mathematical Technician		26 .82
30361 - Paralegal/Legal Assistant I		20 .04
30362 - Paralegal/Legal Assistant II		24 .86
30363 - Paralegal/Legal Assistant III		30 .37
30364 - Paralegal/Legal Assistant IV		36 .75
30390 - Photo-Optics Technician		26 .82
30461 - Technical Writer I		23 .51
30462 - Technical Writer II		28 .76
30463 - Technical Writer III		34 .79
30491 - Unexploded Ordnance (UXO) Technician I		22 .74
30492 - Unexploded Ordnance (UXO) Technician II		27 .51
30493 - Unexploded Ordnance (UXO) Technician III		32 .97
30494 - Unexploded (UXO) Safety Escort		22 .74
30495 - Unexploded (UXO) Sweep Personnel		22 .74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24 .15
30621 - Weather Observer, Senior	(see 2)	26 .82

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide		12 .28
31030 - Bus Driver		16 .52
31043 - Driver Courier		15 .43
31260 - Parking and Lot Attendant		9 .85
31290 - Shuttle Bus Driver		16 .94
31310 - Taxi Driver		11 .23
31361 - Truckdriver, Light		16 .94
31362 - Truckdriver, Medium		17 .97
31363 - Truckdriver, Heavy		20 .79
31364 - Truckdriver, Tractor-Trailer		20 .79

99000 - Miscellaneous Occupations

99030 - Cashier		8 .79
99050 - Desk Clerk		9 .86
99095 - Embalmer		24 .71
99251 - Laboratory Animal Caretaker I		10 .84
99252 - Laboratory Animal Caretaker II		11 .89
99310 - Mortician		30 .54
99410 - Pest Controller		16 .01
99510 - Photofinishing Worker		13 .06
99710 - Recycling Laborer		18 .45
99711 - Recycling Specialist		22 .00
99730 - Refuse Collector		16 .24
99810 - Sales Clerk		12 .95
99820 - School Crossing Guard		9 .90

99830 - Survey Party Chief	20 .39
99831 - Surveying Aide	13 .53
99832 - Surveying Technician	18 .54
99840 - Vending Machine Attendant	12 .95
99841 - Vending Machine Repairer	15 .14
99842 - Vending Machine Repairer Helper	12 .95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Payroll Register

Urban Services Group Inc (B0599)

Check Date: 10/10/2014

Process: 2014101001

Pay Period: 09/20/2014 to 10/03/2014

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Report Parameters

Department: USGRAY

Process Date Range: 10/10/2014-01 to 10/10/2014-01

Sort Order: N/A

Show Employees: Y

Show Department: N

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	116625
Emp Id	REG	80.00	25.89	2,071.20	FITW	M-4	2,395.42	184.51			Type	Regular
Rate	25.89	0.50	38.84	19.42	MED		2,395.42	34.73			Chk Date	10/10/2014
Freq	B		3.81	304.80	SS		2,395.42	148.52			Net	1,927.71
					MO	M-4	2,395.42	76.00			Dir Dep	1,927.71
					MO-STL1		2,395.42	23.95				
Totals		80.50		2,395.42	Totals			467.71	Totals			

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	116624
Emp Id	REG	80.00	18.37	1,469.60	FITW	M-0	1,774.40	182.51			Type	Regular
Rate	18.37		3.81	304.80	MED		1,774.40	25.73			Chk Date	10/10/2014
Freq	B				SS		1,774.40	110.01			Net	1,380.41
					MO	M-0	1,774.40	58.00			Dir Dep	1,380.41
					MO-STL1		1,774.40	17.74				
Totals		80.00		1,774.40	Totals			393.99	Totals			

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	116619
Emp Id	570300 REG	80.00	22.39	1,791.20	FITW	S-2	2,096.00	267.03	GARN	40.00	Type	Regular
Rate	22.39		3.81	304.80	MED		2,096.00	30.39			Chk Date	10/10/2014
Freq	B				SS		2,096.00	129.95			Net	1,531.67
					MO	H-1	2,096.00	76.00			Dir Dep	1,531.67
					MO-STL1		2,096.00	20.96				
Totals		80.00		2,096.00	Totals			524.33	Totals	40.00		

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	116618
Emp Id	5 REG	80.00	21.67	1,733.60	FITW	M-0	2,038.40	242.11			Type	Regular
Rate	21.67		3.81	304.80	MED		2,038.40	29.56			Chk Date	10/10/2014
Freq	B				SS		2,038.40	126.37			Net	1,538.98
					MO	M-0	2,038.40	81.00			Dir Dep	1,538.98
					MO-STL1		2,038.40	20.38				
Totals		80.00		2,038.40	Totals			499.42	Totals			


 Paylocity Corporation
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Payroll Register

Check Date: 10/10/2014

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Process: 2014101001

Urban Services Group Inc (B0599)

Pay Period: 09/20/2014 to 10/03/2014

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	
	REG	80.00		2,961.54	FITW	S-1	2,961.54	521.39			116617	
					MED		2,961.54	42.98			Type	Regular
Salary	2961.54				SS		2,961.54	183.62			Chk Date	10/10/2014
Freq	B				MO	S-1	2,961.54	138.00			Net	2,045.93
					MO-STL1		2,961.54	29.62			Dir Dep	2,045.93
Totals		80.00		2,961.54	Totals			915.61	Totals			
	REG	80.00	20.67	1,653.60	FITW	M-0	1,958.40	210.11			116623	
Emp Id	30000				MED		1,958.40	28.40			Type	Regular
Rate	20.67		3.81	304.80	SS		1,958.40	121.42			Chk Date	10/10/2014
Freq	B				MO	M-0	1,958.40	68.00			Net	1,530.47
											Dir Dep	1,530.47
Totals		80.00		1,958.40	Totals			427.93	Totals			
	REG	72.00	22.39	1,612.08	FITW	M-2	2,163.17	195.24			116616	
Emp Id					MED		2,163.17	31.37			Type	Regular
Rate	22.39		3.81	67.17	SS		2,163.17	134.12			Chk Date	10/10/2014
Freq	B				MO	M-2	2,163.17	71.00			Net	1,731.44
											Dir Dep	1,731.44
Totals		82.00		2,163.17	Totals			431.73	Totals			
	REG	80.00	17.85	1,428.00	FITW	S-3	1,759.58	165.14	CHILD	291.80	116622	
Emp Id	5				MED		1,759.58	25.47			Type	Regular
Rate	17.85		3.81	26.78	SS		1,759.58	109.09			Chk Date	10/10/2014
Freq	B				GA	H-4	1,759.58	65.34			Net	1,102.74
											Dir Dep	1,102.74
Totals		81.00		1,759.58	Totals			365.04	Totals	291.80		
	REG	80.00	22.39	1,791.20	FITW	M-6	2,096.00	94.02	GARN	435.55	116620	
Emp Id	5				MED		2,096.00	30.39			Type	Regular
Rate	22.39		3.81	304.80	SS		2,096.00	129.96			Chk Date	10/10/2014
Freq	B				MO	M-2	2,096.00	73.00			Net	1,333.08
											Dir Dep	1,333.08
Totals		80.00		2,096.00	Totals			327.37	Totals	435.55		


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Payroll Register

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Process: 2014101001

Urban Services Group Inc (B0599)

Pay Period: 09/20/2014 to 10/03/2014

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	116621
Emp Id	REG	80.00	20.67	1,653.60	FITW	M-2	1,970.80				Type	Regular
Rate	OT	0.40	31.01	12.40	MED		1,970.80	28.58			Chk Date	10/10/2014
Freq	B		3.81	304.80	SS		1,970.80	122.19			Net	1,820.03
					MO	M-0	1,970.80				Dir Dep	1,820.03
Totals		80.40		1,970.80	Totals			150.77	Totals			

Report Totals												
Employees	10	Code	Hours	Amount	Code	Taxable	Amount	Code	Amount	Chk/Vchr	10	
Female	0	REG	792.00	18,165.62	FITW	21,213.71	2,062.06	CHILD	291.80	Checks	0	
Male	9	OT	3.90	125.77	MED	21,213.71	307.60	GARN	475.55	Vouchers	10	
		HW		2,743.20	SS	21,213.71	1,315.25			Net	15,942.46	
		VAC	8.00	179.12	GA	1,759.58	65.34			Dir Dep	15,942.46	
					MO	19,454.13	641.00			Chk	0.00	
					MO-STL1	11,265.76	112.65					
Totals			803.90	21,213.71	Totals		4,503.90	Totals		767.35		



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WORKERS' COMPENSATION**CARRIER**Travelers Insurance Companies
A.M. Best rated A+ (Superior), XV**POLICY PERIOD**

June 23, 2013 to June 23, 2014

COVERAGE

A) Workers Compensation: Statutory Limits (AL, CA, CO, FL, GA, IA, KS, MO, OR, TN)

B) Employer's Liability: \$1,000,000 Each Accident
\$1,000,000 Disease/Policy Limit
\$1,000,000 Disease/Per Employee

Deductible: \$0 Each Occurrence

EXPOSURE

State	Classification	Code	Payroll	Net Rate/ 100
AL	Buildings Operations: Professional Employees & Property Managers	9012	\$65,499	2.339
AL	Maintenance Services By Contractor	9014	\$140,824	5.186
CA	Building Operation - Property Management Supervisors	8740	\$339,269	2.543
CA	Building Operation - Commercial Properties - All Other Employees	9009	\$812,116	5.530
CO	Buildings Operations: Professional Employees & Property Managers	9012	\$8,313	1.285
CO	Maintenance Services By Contractor	9014	\$19,712	4.203
FL	Buildings Operations: Professional Employees & Property Managers	9012	\$109,168	1.700
GA	Automobile Parking Lot	8392	\$135,571	5.713
GA	Clerical Office Employees	8810	\$482,484	0.448
IA	Buildings Operations: Professional Employees & Property Managers	9012	\$63,240	2.441
IA	Maintenance Services By Contractor	9014	\$106,425	5.369
KS	Buildings Operations: Professional Employees & Property Managers	9012	\$182,581	2.132
KS	Maintenance Services By Contractor	9014	\$180,060	4.887
MO	Buildings Operations: Professional Employees & Property Managers	9012	\$115,627	1.617
MO	Maintenance Services By Contractor	9014	\$375,881	4.310
OR	Maintenance Services By Contractor	9014	\$250,649	4.101
OR	Buildings - Operation by Real Estate Management Firm: All Other Emps	9015	\$83,278	3.595
TN	Buildings Operations: Professional Employees & Property Managers	9012	\$110,826	2.220
TN	Maintenance Services By Contractor	9014	\$904,477	4.498
Total Estimated Annual Payroll			\$4,486,000	

NCCI Experience Rating Modification Factor: 1.06 (Effective 06/23/2013)



WORKERS' COMPENSATION

CARRIER

Travelers Insurance Companies
A.M. Best rated A++ (Superior), XV

POLICY PERIOD

June 23, 2014 to June 23, 2015

COVERAGE

A) Workers Compensation: Statutory Limits (AL, CA, FL, GA, IA, KS, MO, TN)
B) Employer's Liability: \$1,000,000 Each Accident
\$1,000,000 Disease/Policy Limit
\$1,000,000 Disease/Per Employee
Deductible: \$2,500 Each Occurrence
(Not applicable in Iowa)

EXPOSURE

State	Classification	Code	Payroll	Net Rate/ 100
AL	Buildings Operations: Professional Employees & Property Managers	9012	\$67,122	3.223
AL	Maintenance Services By Contractor	9014	\$140,098	6.930
CA	Building Operation -- Property Management Supervisors	8740	\$440,823	2.798
CA	Building Operation -- Commercial Properties -- All Other Employees	9009	\$1,404,213	6.568
FL	Buildings Operations: Professional Employees & Property Managers	9012	\$121,951	2.024
GA	Automobile Parking Lot	8392	\$142,550	6.129
GA	Clerical Office Employees	8810	\$480,003	0.538
IA	Buildings Operations: Professional Employees & Property Managers	9012	\$63,000	3.552
IA	Maintenance Services By Contractor	9014	\$104,478	7.275
KS	Buildings Operations: Professional Employees & Property Managers	9012	\$182,990	2.574
KS	Maintenance Services By Contractor	9014	\$196,560	5.727
MO	Buildings Operations: Professional Employees & Property Managers	9012	\$122,401	2.836
* MO	Maintenance Services By Contractor	9014	\$443,285	6.479
TN	Buildings Operations: Professional Employees & Property Managers	9012	\$112,435	2.781
TN	Maintenance Services By Contractor	9014	\$875,721	5.364
Total Estimated Annual Payroll			\$4,897,630	

NCCI Experience Rating Modification Factor: 1.36 (Effective 06/23/2014)

